DOCUMENT RESUME

ED 340 933 CE 060 183

AUTHOR Duenk, Lester G.
TITLE Leadership in Trade and Industrial Education. Trade and Industrial Education Committee Structure: A Description of Local, State, & National Organization and Policies.
PUB DATE Dec 91
NOTE 17p.; Paper presented at the American Vocational Association Convention (Los Angeles, CA, December 1991).
PUB TYPE Speeches/Conference Papers (150) -- Guides - Non-Classroom Use (055)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Instructional Leadership; *Leadership; Policy; Postsecondary Education; *Professional Associations; *Professional Development; Professional Recognition; Secondary Education; Student Organizations; *Trade and Industrial Education; Trade and Industrial Teachers; Vocational Education
IDENTIFIERS American Vocational Association; Virginia Association for Trade and Industrial Ed; Virginia Vocational Association; Vocational Industrial Clubs of America

ABSTRACT

This document provides organizational material collected for the purposes of aiding trade and industrial (T&I) education personnel in understanding the policies, organization, and relationships of vocational associations at various participant levels. It is intended to make T&I personnel more knowledgeable about procedures required for professional advancement to leadership positions in vocational and technical education. Information provided for each organization includes officers and their responsibilities, committees, and ways by which members are chosen for leadership roles. The importance of activities that gain visability and ties to or connections with other organizations are highlighted. Three organizations are described: Virginia Association for Trade and Industrial Education, Virginia Vocational Industrial Clubs of America, and Virginia Vocational Association. In addition, the organization and policy of Region Two of the American Vocational Association (AVA) is reported in detail. An outline of its governance is divided into the following sections: general purposes, memberships, organizational structure, process of nomination, reporting regional activities, committees, meetings, budgets, amendments, and policy declaration. The document concludes with information on the Policy and Planning Committee of AVA's T&I Division and the AVA Board of Directors. (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED340933

Leadership in Trade and Industrial Education

Trade and Industrial Education Committee Structure

A Description of Local, State, & National Organization and Policies

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.
Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
L C Duenk
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

School or County Organization
State Association for Trade and Industrial Education
State VICA Organization
State Vocational Association Organization
AVA Region Organization
American Vocational Association Board

Presented at the
American Vocational Association Convention
Los Angeles, California

1991

Lester G. Duenk, Professor
Division of Vocational and Technical Education
Virginia Polytechnic Institute and State University
Blacksburg, Virginia 24061

CE060153

BEST COPY AVAILABLE

Preface

The T & I organizational material presented herein was collected for the purposes of aiding T&I personnel in understanding the policies, organization and relationships of vocational associations at various participant levels. By understanding the structure of these organizations T&I personnel can become more knowledgeable on procedures required for professional advancement to leadership positions in vocational and technical education.

The committee is appreciative of the assistance of the following persons who assisted in providing material for this report.

Arthur Mullins, Past President, Virginia VICA Board of Directors

Tim Lawrence, President, Virginia Association for Trade and Industrial Education

Dr. Daisy Stewart, Past President of the Virginia Vocational Association and Virginia Representative for Region 2.

Brenda Long, Virginia Representative for Region 2.

Dr. Cynthia Lyon, Region 2 Vice President

Virginia Association for Trade and Industrial Education (VATIE)

Organization and Policy

The Virginia Association for Trade and Industrial Education (VATIE) comprises Virginia 12 districts. Each one of these districts has a district vice president. These vice presidents are elected semi-annually in August or September at the 12 district meetings held throughout the state.

The VATIE officers are president, president-elect, secretary, treasurer, and past president. The Spring VATIE Newsletter calls for nominations of officers. Nominations are received and ballots are formulated. These ballots are mailed to all VATIE members or they are given to members with registration materials at the annual state T&I conference. The president of VATIE automatically moves up from president-elect after two years and this office is not on the ballot. This system was established to ensure continuity of organization. The two years spent as president-elect is actually a "learning period" where duties are shared between president and president-elect.

In many of the Virginia vocational districts the local vice presidents automatically serve in the same capacity as Virginia VICA district board members. This is a local policy and is not indicated in the VATIE constitution.

VATIE standing committees are approved by the VATIE president. These committees are (a) program, (b) auditing, (c) resolutions, (d) legislative, (e) public relations, and (f) nominating. Special committees are appointed by the president for assignments which are not of an annual on-going nature. The president-elect serves as chairman of the program of work, which encompasses duties of all committees, standing and special.

The president of VATIE is automatically the T&I representative on the Virginia Vocational Association Board of Directors. The 12 members of the VATIE Board of Directors and the state T&I supervisors staff aid the nominating committee in seeking out qualified candidates for VATIE officers. Persons selected have generally distinguished themselves through (a) work on VATIE committees, (b) T&I contributions in their districts, and (c) T&I contributions on a state or national scope. Very often active leadership and participation in local district, state and national VICA activities is a high priority consideration. Publication work, (i.e. modules, state department of education projects) are also valuable considerations.

A screening committee appointed by the president holds interviews and examines the credentials of all members who accept the nominations for office. Persons who seek office should consult with previous officers. It is possible for a potential candidate to adhere to a well thought-out plan over a period of time and then approach the nominating committee as vacancies occur.

Virginia VICA Association Organization and Policy

The organization of VATIE and Virginia VICA are closely intertwined and the organization of both groups is necessary to understand the total T&I structure.

A Virginia VICA Board of Directors is composed of one member from each of the twelve districts plus a VICA alumni representative. The officers are composed of a president, president-elect, secretary and past president. Officers are elected for two year terms by the board members.

The 13 VICA board members are elected by dues paying professional or alumni status VICA members representing the entire state membership. Odd numbered districts vote on odd numbered years, even numbered districts vote on even numbered years. The alumni member voting policy is to vote on even numbered years. The election is done by mail ballot in August or September.

The student VICA officers for each district are elected at an early fall meeting called the Fall Leadership Development Seminar. Such a seminar is held for each district with the district vice president in charge. The entire student membership and advisors (including delegates) attend these seminars. The number of delegates from each school in the district is determined by the constitution.

VICA board members disseminate state and local informational materials and policy in their respective districts. There are four Virginia VICA Board of Directors meetings held annually. The function of this group is to provide reports, discuss and vote on unfinished and new business as determined by the agenda. The agenda is formulated by the president with input from all members. Standing committees are (a) Auditing committee, and (b) Nominating committee. Special committees are appointed by the president. Current special committees are (a) Code of Conduct, (b) Grievance, (c) Special Needs and (d) State Rules Handbook committees.

Persons who (a) are very active in their district VICA organization and (b) play an active role in committee activities are likely to gain visibility in both VATIE and Virginia VICA.

They can seek nomination by submitting their credentials to the nominating committee.

The Virginia Vocational Association
Organization and Policy

The Virginia Vocational Association (VVA) governing body is composed of a president, president-elect, past president and 10 executive board members. The 10 board members are representatives from the following areas:

1. Administrators
2. Agriculture
3. Business Education
4. Employment Training
5. Health Occupations
6. Home Economics
7. Marketing Education
8. Special Needs Education
9. Technology Education
10. Trade and Industrial Education

The VVA Board is composed of the presidents of associations representating each of the aforementioned groups. For example, the T&I representative on the AVA board is the president of VATIE. The Region 2 Virginia representative is automatically a member of the VVA board.

The VVA has a program of work which is planned and reviewed each year. This program of work is written in terms of goals to be accomplished throughout the next fiscal year. The AVA president assigns board members as committee chairs to accomplish these goals.

The VVA terms of office are 1 year each for president, president-elect and past president. The officers are elected by the entire membership with mail ballots. Officer candidates are screened by the board. Candidates approved by the Board are introduced at the fall VVA Conference. This conference is held for the entire membership. In order to be nominated as president-elect the candidate must have been on the VVA Board or on one of the 10 division boards previously described.

The VVA Board meets four times a year, once at the entire membership meeting in the fall. Other meetings are for board members.

The executive board members are appointed by the president to serve as committee chairpersons to accomplish goals in the program of work. They generally solicit 3 to 5 members from the general VVA membership to serve as committee members. Persons who

seek involvement with VVA may start by contacting their T&I VVA board member and offer to serve on one or more of the committee assignments. Members may also suggest to board members other ways in which they may be of service in meeting the VVA program of work goals. The VVA member who is greatly interested in the organization can move ahead by coming to general meetings, talking with the people who are already involved and maintaining T&I visibility. It is especially important to get to know officers and executive board members who represent other areas of vocational education.

Region Two Organization and Policy

The Region 2 representative from Virginia is elected by the VVA Board for a three year term. Announcements are placed in the VVA Newsletter and in Division VATIE Newsletter. The representative must have been active in Region 2 and have been an AVA member for at least 5 years.

The Region 2 board meets four times a year. In addition to Region 2 board members, division presidents (VATIE president, for example, and state T&I supervisors may attend in an ex-officio capacity. It is prudent for the VATIE president and T&I state supervisor to be at these meetings even through he/she cannot vote. This practice enhances the image of T&I. Participation in discussion plus service on committees can often do much to sway the voting of Region 2 Board members (of which few if any, are ever from T&I). In order for a T&I person to be elected to the Region 2 board as a representative of Virginia, attendance at Region 2 meetings in an ex-officio capacity and volunteer work on region 2 projects is extremely important. Inasmuch as each of the 10 board members represents a different service area, only those nominees who are well known and have a record of both VVA and Region 2 involvement can expect to be elected. For example the present Region 2 representative from Virginia, Brenda Long, was the VVA Board committee chairman who organized the Region II 1989 Fall workshop at Norfolk.

The Region 2 board position is very demanding and some of the 10 members of the VVA board may not be able to find a qualified nominee from their service area.

The governance of Region 2 is as follows:

I. GENERAL PURPOSES

a. To assist State and Territorial Associations (STAs) in promoting membership growth.
b. To identify and promote the broad interests of Region II STAs within the framework of AVA.
c. To promote a better understanding of AVA Region II's

structure and relationship of AVA with each STA and to assist them, in turn, in promoting a better understanding with their membership.

d. To assist STAs in establishing and maintaining a variable structure and capability for input into state and national legislative processes.

e. To assist STAs in having better informed and more productive executive boards by sponsoring regional workshops for STA officers and problem solving sessions for executive directors.

F. To implement a Region II Program of Work which is consistent with the AVA Program of Work and which addresses itself to the collective interests of Region II STAs.

G. To provide a forum for Region II delegates at the annual AVA Convention for the purpose of studying the pros and cons of proposed by-law changes and resolutions.

II. Memberships

All AVA members with membership in the states of the geographical boundaries of Region II shall be members. Region II's states are Alabama, Florida, Georgia, Kentucky, North Carolina, South Carolina, Tennessee, Virginia and the territories of Puerto Rico and Virgin Islands.

III. Organizational Structure

A. Within the organizational structure of Region II there shall be a Vice President and a Policy Committee consisting of one representative for each of the ten STAs identified in Article II.

B. Vice President

1. Duties

a. Represent Region II on the Board of Directors of the American Vocational Association in accordance with the AVA By-Laws and will serve as Chairperson of the Region II Policy Committee.

b. Be responsible for implementing the General Purposes outlined in Article I of these Operating Policies.

c. Be responsible for establishing a procedure for outgoing Policy Committee members to orient and transmit materials to new Policy Committee members.

d. Appoint, with the consent of the Region II Policy Committee, a Region II Nominating Committee for a one year period, no later than the spring meeting of each year.

e. Nominate, with the consent of the Region II Policy Committee, persons for appointment as Region II's representative to AVA Standing Committees, no later than the spring meeting of each year.

f. Responsible for reporting regional activities as prescribed in Article V.

2. Terms of Office

a. The Vice President shall serve a term of three years. In the event of a vacancy, the AVA Board of Directors shall name an interim Vice President from the Region II Policy Committee until prescribed procedures can be followed to elect a member for the unexpired term.
b. The Vice President may not serve more than one full consecutive term. (A person appointed to fill an unexpired term may be elected to fill a three-year term).

3. Qualifications

Only AVA members who are active in region II are eligible for nomination. Nominees shall have the following qualifications:

a. Have an indepth understanding of vocational education and have demonstrated active leadership in their state association.
b. Must have sustained membership of at lest five years in the AVA.
c. Have a commitment to the American Vocational Association and its entire program.
d. Have time available to devote to the performance of the duties of vice president.

C. Policy Committee

1. Purpose

The purpose of the policy committee is to carry out the general purposes of AVA within the region.

2. Meetings

The Region II Policy Committee shall meet no less than two times a year, one being at the annual AVA Convention. Special meetings may be called by the vice president.

3. Membership

a. Membership of the policy committees shall consist of one representative for each of the ten state and territorial associations identified in Section II.
b. The policy committee may designate additional members to the policy committee to serve in an advisory capacity.
c. All appointments to the policy committee will be approved by the AVA Board of Directors.

4. Terms of Office

a. The term of office for Policy Committee members shall be three years on a rotational basis. Puerto Rico, Virgin Islands, Virginia, and Alabama representatives terms shall expire each three years from 1976. South Carolina, Florida and Tennessee terms shall expire each three years from 1977, and Georgia, North Carolina, and Kentucky terms shall expire each three years from 1978.
b. A member may not serve more than one full consecutive term. (A person appointed to fill an unexpired term may be reappointed to fill a three-year term). When a member of Region II Policy Committee no longer has the status as defined in article II, or fails to participate in Region II Policy Committee activities, the position may be declared vacant by the Policy Committee.
c. All additional appointments submitted to the AVA Board of Directors for approval must identify the terms.

5. Chairperson:

The vice president of the Region shall serve as chairperson of the policy committee.

a. The policy committees shall elect a vice-chairperson and a recording secretary from its membership. The committee may select other officers as it wishes.
b. The Policy Committee Vice Chairman shall:
   (1) Preside at meetings in the absence of the Vice President.
   (2) Serve as chairman until AVA has named an interim Vice President.
c. The Policy Committee Secretary shall:
   (1) Keep accurate minutes of all Policy Committee meetings and Region II meetings.
   (2) Forward the minutes to the Vice President within 21 days of each meeting.
   (3) Make available copies of minutes to new committee members on request.

6. Duties of Policy Committee

The Policy Committee shall:

a. Approve a Region II Program of Work, which shall be consistent with the General Purposes outline in Article I.
b. Approve the Region II budget.
c. Approve Region II Policy Committee appointments.
d. Approve appointments to Region II and AVA committees.
e. Recommend to the membership the meeting times for the annual Region II Awareness Forum.

f. Approve and implement a system that allows for the orderly rotation of the Awareness Forum meeting sites among Region II STAs.

7. Selection of Policy Committee Members:

a. The Policy Committee shall be made up of one representative from each state and territory in Region II and the Region II Vice President. Each member has one vote.
   (1) Selection of the Policy Committee member shall be the responsibility of the state association.
   (2) A member may not serve more than one (1) consecutive term
   (3) The Policy Committee may designate additional members to the committee on an advisory capacity.
   (4) Meetings of the Policy Committee are called by the Region II Vice President. There should be three (3) meetings during the year, September-October, during the AVA Convention in December, and a spring meeting, March-April.
      (a) Expenses are paid for the Fall and Spring Meetings. Travel expenses for the meeting during AVA Convention are not reimbursed.
   (5) The Policy Committee will appoint a vice chairperson and a recording secretary each year at the fall meeting.

b. A state representative may send a substitute when necessary. The state representative must send a letter of authorization to the regional Vice President so that the representative may vote and receive reimbursement.

IV. Process of Nomination

A. Regional Vice President

1. When the Region becomes eligible to elect a new Vice president, the vice president will ask the presidents of each state association to submit nominations for consideration.
   a. Nominations may be made by each state association of the region by November 15th.
   b. Each state association, through its publications, shall notify members that nominations are being received and will be considered by the Region Nominating Committee for recommendation to the AVA Nominating Committee.
2. The vice president with the consent of the Policy Committee, will appoint a nominating committee which will:
   a. Consist of one policy committee member, one state association president and three members from Region II membership from states other than the policy committee members and state president, none of which are candidates for the office.
   b. Certify that region membership was informed that

nominations were being received for the position of vice president.

c. Review all nominations forms: (1) a letter from the state associations endorsing a candidate for vice president, (2) a letter from the candidate's employer stating that they understand the commitment and giving support, (3) resume giving work experiences and qualifications.

d. Interview all nominees at the AVA convention prior to regional business meeting.

e. Recommend two nominees to the Region II membership at the annual business meeting.

3. Additional nominations may be made from the floor during the business meeting of the region, providing each nominee;
   a. Has been interviewed by the regional nominating committee.
   b. Has met established guidelines.
   c. Is approved by the majority of the membership at the region meeting and AVA nominating committee.
4. The vice president will then immediately report the nominations to the AVA nominating committee.

B. AVA President-elect

1. When the region is eligible to submit a candidate for president-elect, the vice president shall ask the president of each state association to submit nominations for consideration.
   a. Nominations may be made by each state association of the region.
   b. Each state association through its publications shall notify members that nominations are being received and will be considered by the region nomination committee for recommendations to the members attending the annual region business meeting.
2. The Region Vice President, with the consent of the policy committee, will appoint a Search and Nominating committee* which will:
   a. Consist of one policy committee member, one state association president and three members from Region II membership from states other than the policy committee members and state president, none of which are candidates for the office.
   b. Certify that region membership was informed that nominations were being received for the position of president elect.
   c. Review all nomination forms.
   d. Interview all nominees at the AVA convention prior to regional business meetings.
   e. Recommend a nominee to the region II Policy Committee and

the AVA Nominating Committee prior to the annual business meeting.

V. REPORTING REGIONAL ACTIVITIES

a. It shall be the responsibility of the vice president of the Region to submit to the AVA Executive Director reports/minutes of policy committee meetings, ad hoc committee meetings reports, and other activities within the region within forty-five (45) days after each meeting. An annual report must be submitted to the Executive Director by August 15 in accordance with AVA policies. (Refer to "Guidelines for Submitting Divisional and Regional Annual Reports" in the Operating Policies of the Board of Directors.

B. Procedures

1. The region II Vice-President will develop and submit an annual report to the Executive Director of AVA by June 15 each year.
   a. The Annual Report will contain the following items:
      (1) Program of Work
      (2) Vice President Activities
      (3) Committee Reports (each chairperson is responsible for getting this report to the Vice President on the Annual Report form).
      (4) Conference and meeting
      (5) Other items concerning the region
   b. A copy of this report will be mailed to the Policy Committee.
2. The Regional Vice President will be responsible for developing a Regional Directory each year. The Directory will include all the State Association Officers, Divisional Presidents and President elects, and the Policy Committee of Region II.
   a. The regional Vice President will correspond with the STAs through the executive directors and presidents.
   b. Communicate items such as:
      (1) Conference and Meetings
      (2) Report of Board Meetings
      (3) Resolutions
      (4) Annual Reports

IV. COMMITTEES

a. Region II Standing Committees - In addition to the Policy Committee which is structured and filled according to Article III, Section B, there shall be a Region II Standing Committee on Nominations, Program of Work, Policy Review and Awards.

b. AVA Standing Committees - Region II may have a representative on AVA Standing Committees in By-Laws, Audit, Nominations, Awards, Resolutions, Membership, and Editorial and Publications. When Region II is eligible to make recommendations for AVA Standing Committees, the Region II Vice President shall make the recommendations to the AVA Board after consulting with Region II STA Presidents and the Region II Policy Committee. All appointments must be approved by the AVA Board of Directors.

c. Region II Ad Hoc Committee - Ad Hoc Committees may be structured by the Region II Vice President according to Region II needs. The duration of the committee shall be designated at the time of appointment.

d. AVA Ad Hoc Committees - Nominations for persons to serve on these committees shall be made in accordance with AVA policies.

VII. MEETINGS

A. Annual Business Meetings - An Annual business meeting shall be held during the AVA Convention to:
   1. Approve minutes of the previous meeting.
   2. Receive the Nominating Committee report.
   3. Elect nominees for Region II Vice President.
   4. Receive a report from the Region II Vice President on status of Region II.
   5. Consider such action as requested by the AVA Board of Directors.
   6. Review the AVA and the Region II Program of Work.
   7. Review proposed AVA Resolutions.
   8. Review proposed amendments to the AVA By-Laws.
   9. Receive reports from Region II Standing Committees.
   10. Conduct other items of business as presented to the assembly.

B. A Region II Awareness Forum shall be held annually. Notification and dates and topics shall be mailed to all membership. The forum shall:
   1. Include training sessions for STA officers, executive directors and Region II committee members.
   2. Address timely issues impacting on vocational education and the professional association.

C. Quorum - The members of Region II present at an officially called business meeting shall constitute a quorum.

D. Parliamentary Authority - Robert's Rules of Order, Newly Revised shall govern Region II meetings in all cases in which they are applicable and in which they are not inconsistent with AVA By-Laws and these Operating Policies.

VIII. BUDGETS

A. A proposed budget for activities for the coming fiscal year

shall be submitted in writing to the AVA Executive Director by the Region Vice President no later than April 15 prior to the fiscal year in which the funds are expected to be used.

B. Procedure:
   1. Upon notification from AVA regarding the amount budgeted for Region II, the Vice President will revise proposed budget for the coming fiscal year.
   2. The Vice President will present the revised budget to members of the Policy Committee during the fall meeting for their approval. The approved budget becomes effective immediately.
   3. All expenses are to be submitted on the AVA form to the Vice President for approval.

IX. AMENDMENTS

A. These Operating Policies may be amended by submitting the proposed revisions in writing to the Region II Vice President no less than sixty (60) days prior to the Annual Regional Business Meeting. The Region II Vice President shall notify members of the Policy Committee and Presidents of the STAs of the proposed revisions no less than forty-five days prior to the annual Region II business meeting.
B. STAs are encouraged to publish proposed revision of the Operating Policies to their membership prior to the annual AVA Convention.
C. Proposed revisions must be approved by the AVA Board of Directors prior to presentation to the members and must receive the supporting majority vote of those attending and voting at the Region II Business Meeting.

X. POLICY DECLARATION

A. If any statements or policies included in this document are in conflict with the Articles of Incorporation, Bylaws, or Operating Policies of the American Vocational Association, such items are null and void.

REGION II COMMITTEES
Membership
Resolution
Nomination
Editorial and Publications
Audit
Building Fund
By-Laws

Policy and Planning Committee of AVA
T&I Division

The AVA Policy and Planning Committee includes the T&I vice president, past vice president, eleven committee chairpersons, representatives from five regions, two members at large, the convention chairperson, representatives from NATII, NAITTE, NASSTIE, NATIE, VICA, a USDE representative and an AVA representative.

This group meets at Washington, D.C. in February to plan the coming AVA Convention T&I activities. These activities consist primarily of T&I programs, presentations and upgrading workshops. The committees are:

*1. Awards
*2. Bylaws
3. Convention planning
*4. Editorial and Publication
5. Legislative
*6. Membership
*7. Nominating
8. Research
9. Resolutions
10. Teacher education and staff development
*11. program of work

*standing committees

The T&I Division vice president is elected for a term of three years by the AVA T&I division membership. A three member nominating committee screens persons to select president-elect candidates.

The Policy and Planning Committee meets in December at AVA to hear committee reports and carry on other business as presented on the agenda formulated by the vice president. At the AVA, committees meet to plan the next years program of work. Persons who are interested in becoming a member of the Policy and Planning Committee should come to these meetings and volunteer their services. Members from the five regions are elected by the membership. Persons who have been active in T&I should approach the vice president about willingness to be nominated for these membership slots.

AVA Board of Directors

The AVA Board of Directors includes one member from each of the AVA designated divisions. Additionally there is one representative from each of the five regions. Announcements for candidates are printed in the Region II AVA Newsletter and Vocational Education Journal.

Candidates for president-elect and vice president posts are nominated by official AVA nomination procedures. All candidates are screened and at least two candidates are selected for each post. Board members serve for three year terms. AVA members whose memberships are received by February 1 are eligible to vote. Only affiliates, direct and life members are eligible to vote. Ballots and return envelops are mailed on February 20th to all eligible members. Ballots must be returned by April 10 to be valid. Results must be returned by April 10 to be valid. Results of the election are announced in the next issue of Update.

In order to be nominated from Region 2. the candidate should have been actively involved in Region 2 activities as identified previously. Additionally, the interview conducted by the AVA nominating committee is rigorous and only candidates who have been very active at regional, state and local levels are likely to be selected. Through such involvement candidates become acquainted with persons in leadership positions from the other vocational areas. This involvement is very important to candidates who are seeking office. The resume should include some vocational activities and recognition outside the T&I area.